

# ***Air Force Reserve Command***

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***Integrity - Service - Excellence***



***Officer  
Career  
Progression***

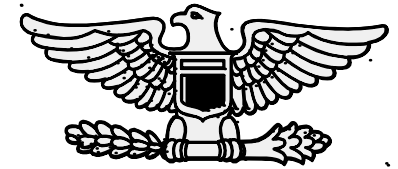


# ***Officer Career Progression***

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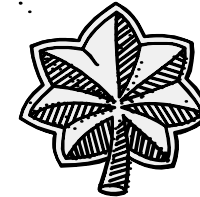


- **Performance/Career Development**

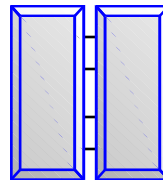


- **Promotion Board Elements**

- **Promotion Board Process**



- **Promotion Board Results**





# ***Performance/Career Development***

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- **Performance Feedback**
- **Officer Performance Report**
- **Professional Military Education**
- **Promotion Recommendation Form (PRF)**

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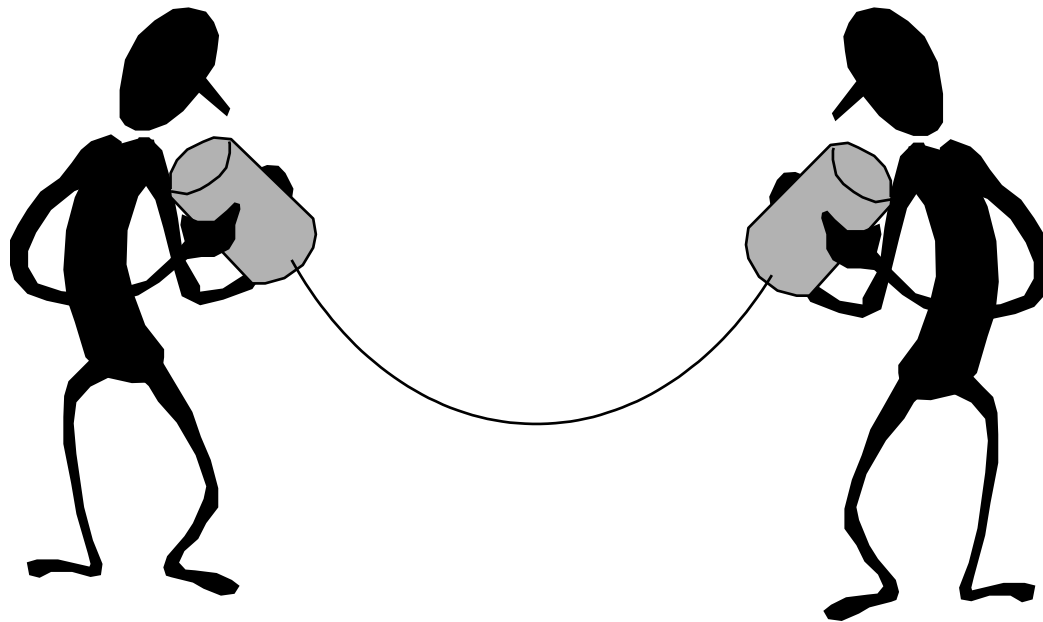
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# ***Performance Feedback***

## ***AFI 36-2406 Chapter 2***

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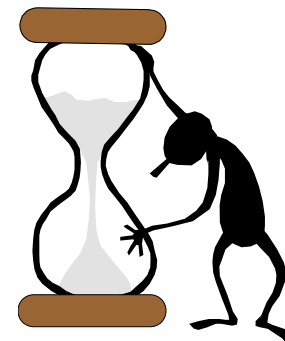
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# ***When It's Due***



- **Lt Col, Maj, Capt & Lt**
  - **Initial**
    - Within 60 days of supervision beginning
  - **Midterm**
    - Within 180 days of supervision beginning
    - Thereafter 180 days after OPR
- **Col**
  - **Initial only**
    - Within 60 days of supervision beginning
- **Annotated on OPR**
- **AF Form 724a for grades Major thru Colonel**
- **AF Form 724b for grades 2LT thru Captain**





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# Officer Performance Report



| FIELD GRADE OFFICER PERFORMANCE REPORT   |                            |                          |                      |
|--|----------------------------|--------------------------|----------------------|
| I. RATEE IDENTIFICATION DATA (Read AFJ 35-2402 carefully before filling in any item)   |                            |                          |                      |
| 1. NAME (Last, First, Middle Initial)  | 2. SSN                     | 3. GRADE                 | 4. DAFSC             |
| 5. PERIOD OF REPORT<br>From: Thru:   |                            | 6. NO. DAYS SUPERVISION  | 7. REASON FOR REPORT |
| 8. ORGANIZATION, COMMAND, LOCATION   |                            |                          | 9. PAS CODE          |
| II. UNIT MISSION DESCRIPTION   |                            |                          |                      |
|  |                            |                          |                      |
| III. JOB DESCRIPTION   |                            |                          |                      |
| 1. DUTY TITLE:   |                            |                          |                      |
| 2. KEY DUTIES, TASKS, AND RESPONSIBILITIES:  |                            |                          |                      |
|  |                            |                          |                      |
| IV. IMPACT ON MISSION ACCOMPLISHMENT   |                            |                          |                      |
|  |                            |                          |                      |
| V. PERFORMANCE FACTORS   |                            |                          |                      |
|  | DOES NOT<br>MEET STANDARDS | MEETS<br>STANDARDS       |                      |
| 1. Job Knowledge<br>Has knowledge required to perform duties effectively.<br>Strives to improve knowledge.<br>Applies knowledge to handle nonroutine situations.   | <input type="checkbox"/>   | <input type="checkbox"/> |                      |
| 2. Leadership Skills<br>Sets and enforces standards. Motivates subordinates. Works well with others. Fosters teamwork. Displays initiative. Self-confident. Has respect and confidence of subordinates. Fair and consistent in evaluation of subordinates. | <input type="checkbox"/>   | <input type="checkbox"/> |                      |
| 3. Professional Qualities<br>Exhibits loyalty, discipline, dedication, integrity, honesty, and officer-ship. Adheres to Air Force standards. Accepts personal responsibility. Is fair and objective.   | <input type="checkbox"/>   | <input type="checkbox"/> |                      |
| 4. Organizational Skills<br>Plans, coordinates, schedules, and uses resources effectively. Schedules work for self and others equitably and effectively. Anticipates and solves problems. Meets suspenses.   | <input type="checkbox"/>   | <input type="checkbox"/> |                      |
| 5. Judgement and Decisions<br>Makes timely and accurate decisions. Emphasizes logic in decision making. Retains composure in stressful situations. Recognizes opportunities and acts to take advantage of them.  | <input type="checkbox"/>   | <input type="checkbox"/> |                      |
| 6. Communication Skills<br>Listens, speaks, and writes effectively.  | <input type="checkbox"/>   | <input type="checkbox"/> |                      |

AF FORM 707A, OCT 95 (EF-V2) (PwFORM PRO)

PREVIOUS EDITION IS OBSOLETE.

**AF Form 707a** Major to

**Colonel**

**AF Form 707b** 2Lt to Captain

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# Requirements for OPR

AFI 36-2406 Chapter 3 Table 3.4



| of<br>Action Being Taken<br>Report<br>Required | Active/IDT | Type     |
|--|------------|----------|
|  | Points     | Required |
| Annual   | 12         |          |
| Annual   |            |          |
| Rater changes/<br>CRO                          | 12         |          |
| Reservist reassigned                           |            |          |
| Promotion to Lt Col and Col requires PRFs;     |            |          |
| Promotion consideration                        |            |          |
| Directed                                       | 0          |          |
| (up to Major)                                  |            |          |
| grity - Service - Excellence by HAF            |            |          |

# ***Your Involvement***



- 
- **Know when your report & feedback are due**
    - **OPR shell is not required to prepare a report**
  - **Keep track of duties performed**
    - **Normal duties**
    - **Additional duties**



# ***Your Involvement***



- 
- **Provide input to your rater**
  - **Annotate in remarks on AF Form 40A**
  - **Keep a record of special projects**
  - **End of tour report**

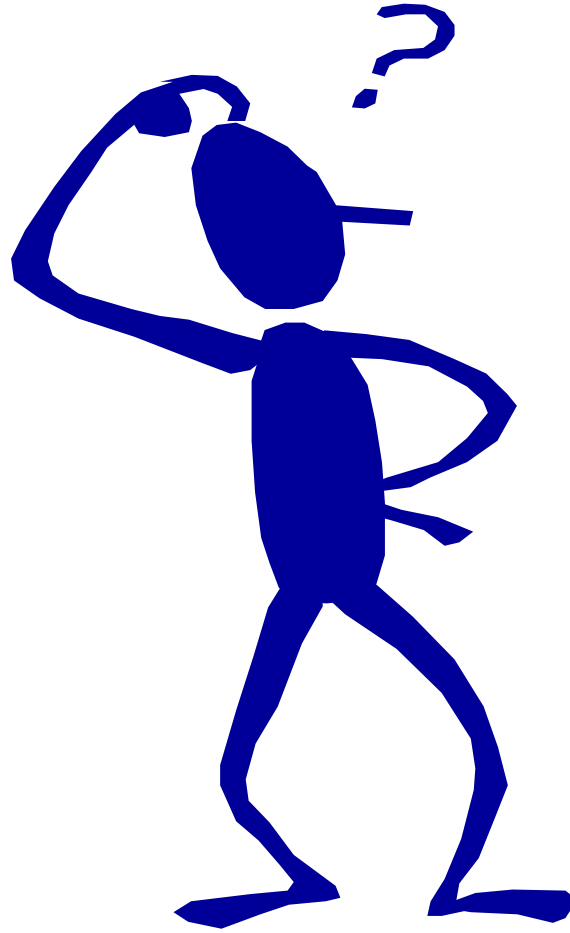
***Your responsibility -- be involved***



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# *Questions?*

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# ***Career Development:***

## ***PME***



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## ■ **METHODS OF PME COMPLETION FOR IMAs**

- **Non-Residence/Correspondence**
- **In-Residence (Cat B IMA o**
- **Seminars @ bases**



# ***In-Residence PME***



**SOS**

**AWC**

**ACSC**

**ArW  
C**

**ICAF**

**NWC**





# ***Squadron Officer School Selection Board***



- 
- **Captain or Captain Select via ARPC Form 27**
  - **ARPC/DPRPT holds competitive board approximately  
45 days prior to the class start dates**
  - **Course at Maxwell Air Force Base**
    - **Seven classes per year**
    - **5-weeks in length**

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# ***AFR Central School Selection Board (CSSB)***

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- **Intermediate Service School (ISS) - 12 Quotas**
  - **Air Command and Staff College (12)**
- **Senior Service School (SSS) - 17 Quotas**
  - **National War College (1)**
  - **Air War College (7)**
  - **Industrial College of the Armed Forces (3)**
  - **Naval War College (2)**
  - **Army War College (4)**



# ***Central School Selection Board (CSSB)***

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- **ISS/SSS Attendance**
  - **10-month course**
  - **“PCS” including family move**
  - **On average 30% of applicants selected**
  - **Requires a commitment to Selected Reserve**
    - **Must sign 3 year commitment**



# ***AFR Central School***

## ***Selection Board (CSSB)***

- **Air Force Reserve solicits applications and annually conducts the CSSB at HQ ARPC**
- **Considers applicants for Senior Service Schools & Intermediate Service School (IMAs/Unit/ARTs/AGRs)**
- **Board composed of Deputy to Chief of AF Reserve; five senior colonels representing each AFR program**
- **Prior to board submission, applications are ranked by the most senior member of each AFR program**



# ***CSSB Application Process***

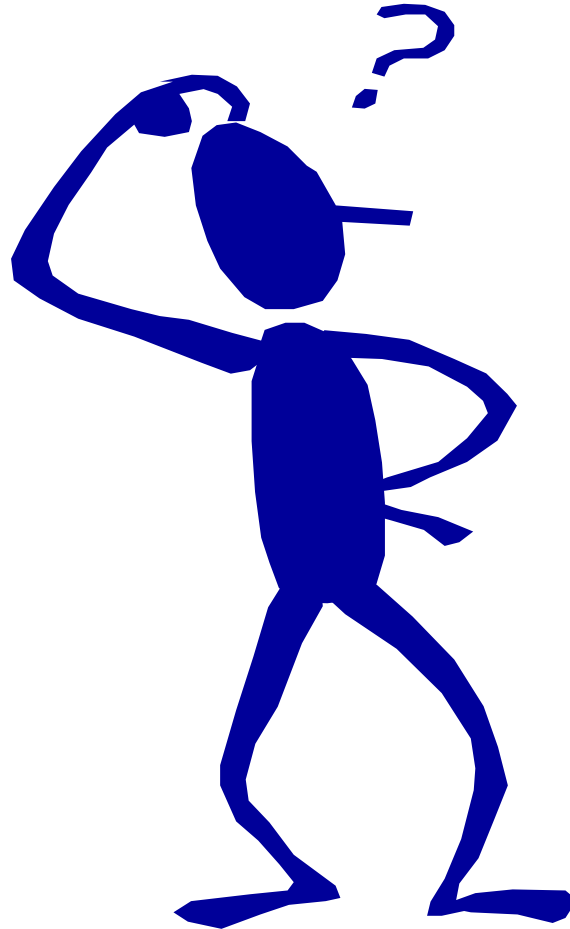
- 
- **Applications ISS/SSS (AF Form 1941)**
    - **IMA: Through rater to Program Manager**
      - **Senior MA endorses CSSB Applications**
  - **Whole Person Concept/Selection Folder**
  - **Board held at ARPC in**  
**November/December**
  - **Selectees/Nonselectees notified**



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# *Questions?*

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# Promotion Recommendation Form (PRF)

| PROMOTION RECOMMENDATION  |                       |  |                              |
|---|-----------------------|--|------------------------------|
| <b>I. RATEE IDENTIFICATION DATA</b> (Read AFJ 36-2402 carefully before filling in any item)   |                       |  |                              |
| 1. NAME (Last, First, Middle Initial)<br>RATEE, I. M.   | 2. SSN<br>123-45-6789 | 3. GRADE<br>Lieutenant Colonel               | 4. DAFSC<br>n/a              |
| 5. ORGANIZATION, COMMAND, LOCATION<br>Squadron, Command, Air Force Base   |                       |  | 6. PAS CODE<br>n/a           |
| <b>II. UNIT MISSION DESCRIPTION</b>   |                       |  |                              |
| Responsible to USEUCOM and USAFE for operational support and distinguished visitor airlift throughout Europe, Africa, the Middle East, and the United States in direct support of United States diplomacy and foreign policy. Provides logistical, aeromedical, and operational airlift to Department of Defense administrative agencies, members of the executive branch of government, and foreign distinguished visitors.  |                       |  |                              |
| <b>III. JOB DESCRIPTION</b>   |                       |  |                              |
| 1. DUTY TITLE:<br>C-20A Flight Examiner/Chief, Standardization and Evaluation   |                       |  |                              |
| 2. KEY DUTIES, TASKS, RESPONSIBILITIES: As Chief of Standardization and Evaluation, supervises 9 officers and 8 enlisted personnel in their performance as flight evaluators serving 5 aircraft and 125 aircrew members. Reports directly to the commander and operations officer for recommendations concerning flight operations. Ensures aircrews maintain established standards of proficiency through evaluation/observation. Analyzes evaluation data for adverse trends in aircrew performance and initiates corrective action when required. Works closely with the safety office and other agencies to develop or recommend improvements for aircraft operation and aircraft procedures. Evaluates aircrew ground and flight training programs.  |                       |  |                              |
| <b>IV. PROMOTION RECOMMENDATION</b>   |                       |  |                              |
| <ul style="list-style-type: none"><li>- Superior leadership and performance earned several accolades—a fourth consecutive Air Force Outstanding Unit Award and the Air Force Association's "Best Reserve Unit"—best in the Air Force Reserve!</li><li>- Leadership on airdrops in Operational Readiness Inspection directly contributed to an "Outstanding" rating</li><li>- Aircraft commander for CINCUSCENTCOM on 33 Operation DESERT SHIELD/STORM missions</li><li>- Rated "Outstanding" on employment and readiness by the IG for the Operational Readiness Inspection</li><li>- Proven leadership abilities as Chief of Standardization and Evaluation; his branch achieved excellent results that directly contributed to the squadron receiving an "Outstanding" rating for two years in a row</li><li>- Unparalleled professionalism and leadership abilities led to his selection as the Vice Wing Commander</li><li>- The best of the best! My number one pick for promotion, HQ AF assignments, and command positions</li></ul> |                       |  |                              |
| <b>V. PROMOTION ZONE</b>  | <b>VI. GROUP SIZE</b> | <b>VII. BOARD</b>                            | <b>VIII. SENIOR RATER ID</b> |
| BPZ <input type="checkbox"/> IAPZ <input checked="" type="checkbox"/>   | n/a                   | n/a  | n/a                          |
| <b>IX. OVERALL RECOMMENDATION</b>   |                       | <b>X. SENIOR RATER</b>                       |                              |
| DEFINITELY PROMOTE <input type="checkbox"/>   |                       | NAME, GRADE, BR OF SVC, ORGN, CMD & LOCATION |                              |
| PROMOTE <input checked="" type="checkbox"/>   |                       | RATEE, I. M., Colonel, USAF                  |                              |
| DO NOT PROMOTE THIS BOARD <input type="checkbox"/>  |                       | Squadron, Command, Air Force Base            |                              |
|   |                       | DUTY TITLE                                   |                              |
|   |                       | Commander                                    |                              |
|   |                       | SSN  | SIGNATURE                    |
|   |                       | 987-65-4321                                  |                              |
| <b>Instructions</b>   |                       |  |                              |
| Review previous OERs, OPRs, Education/Training Reports, and Supplemental Evaluation Sheets. Evaluate the officer's performance and assess his or her potential. Write Promotion Recommendation (Section IV) in concise "bullet" format.   |                       |  |                              |
| Provide an accurate, unbiased assessment free from consideration of race, sex, ethnic origin, age, religion, or marital status.   |                       |  |                              |
| Provide the officer a copy of this report approximately 30 days prior to the board for which this report is prepared.   |                       |  |                              |

AF FORM 709, JUN 95 (EF-V2) (PerFORM PRO) PREVIOUS EDITION IS OBSOLETE.

PRF: AF Form 709

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# ***Promotion***



# ***Recommendation Form***

## **■ Indicates promotion potential (*PRF*)**

### **■ Required for promotion board to:**

- Lt Col**

- Col**

- All Position Vacancy (PV) nominees**

### **■ Covers entire career**

### **■ Copy to reservists 30 days prior to board**

### **■ Completed by Senior Rater**

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# ***PRF Recommendations and Ranking***

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## **■ I/APZ Recommendations:**

- **Definitely Promote**
- **Promote**
- **Do Not Promote This Board**

## **■ I/APZ DP ranking**

- **Example: 2/5/10**
  - **2** = Ranked #2 of all DPs awarded
  - **5** = Total number of DPs awarded
  - **10** = Total officers under the Senior Rater competing in that competitive category

## **■ Position Vacancy PRFs**

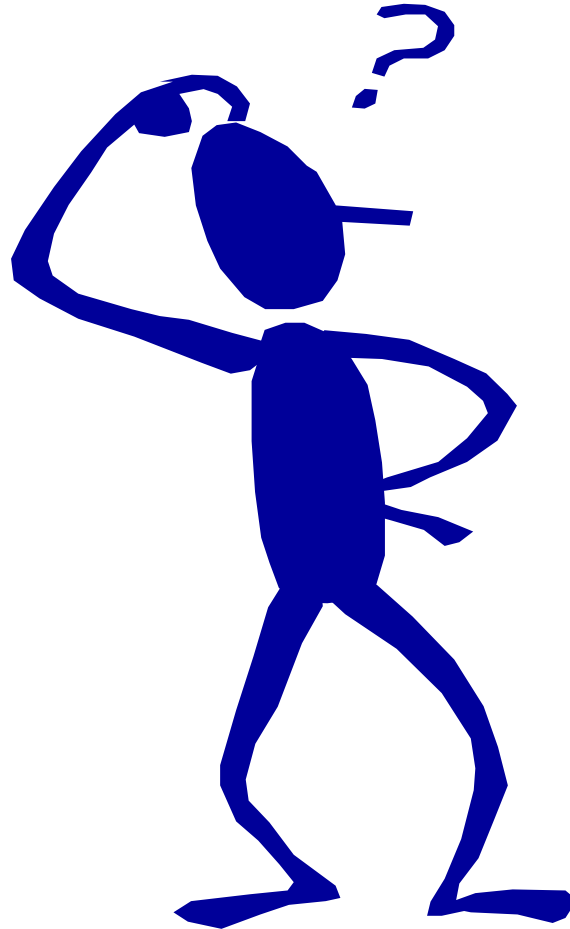
- **No recommendation or ranking required on PRF**



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# *Questions?*

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# ***Promotion Board Elements***

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- **Officer Selection Folder Contents**
- **Letter to the Board President**



# Contents of Officer Selection Folder



- OERs/OPRs
- PRF (when required)
- Decorations (citation)
- Medical Certifications (professionals only)
- Training reports
- Letter to the board (if submitted)

HEADQUARTERS  
UNITED STATES AIR FORCE  
OFFICER SELECTION FOLDER

**WARNING**  
This record is official use.  
Unauthorized access or  
disclosure is a criminal  
offense, punishable by a fine up  
to \$5,000  
(5 U.S.C. 552A)

LINE OFFICER XXXX XXXX  
DOE, JOHN

DOE, JOHN  
123 45 6789



# Contents of Officer Selection Folder

- **Officer Selection Brief**
  - **Personal Data**
  - **Aeronautical data**
  - **Decorations**
  - **Professional Military Education**
  - **Academic education**
  - **Duty history**
  - **AFSC data**
  - **Participation: Point history**

HEADQUARTERS  
UNITED STATES AIR FORCE

OFFICER SELECTION FOLDER

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offense, punishable by a fine up  
to \$5,000  
(5 U.S.C. 552A)

LINE OFFICER XXXX XXXX  
DOE, JOHN

DOE, JOHN  
123 45 6789

# Negative Items: Officer Selection Folder



- Article 15
- LOR
- Referral OPR (forever)
  - To include any rebuttal and attachments
- Court Martial (forever)

|   |                        |
|---|------------------------|
| HEADQUARTERS<br>UNITED STATES AIR FORCE   |                        |
| OFFICER SELECTION FOLDER  |                        |
| <div>WARNING<br/>This record is official use.<br/>Unauthorized access or<br/>disclosure is a criminal<br/>offense, punishable by a fine<br/>up to \$5,000<br/>(5 U.S.C. 552A)</div> |                        |
| DOE, JOHN   | LINE OFFICER XXXX XXXX |
| DOE, JOHN<br>123 45 6789  |                        |



# ***PME/Education: What's Masked?***

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| <b>Consideration to:</b> | <b>PME</b>      | <b>Academic Education</b>           |
|--------------------------|-----------------|-------------------------------------|
| Maj                      | Yes (above SOS) | Yes (line only:<br>above bachelors) |
| Lt Col                   | Yes (above ISS) | No                                  |
| Col                      | No              | No                                  |

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# ***Personal Letters to the Selection Board***



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## **Must:**

- **Include your name and SSN**
- **Be signed by you**
- **Arrive prior to board start date**

## **Must Not:**

- **Attach things that may become or is already a part of your record**
  - **Include endorsements**
  - **Include things masked**
  - **Be written by someone else on your behalf**
- 

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# ***Personal Letters to the Selection Board***

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## **Should:**

- **Be brief & factual**
- **Explain errors or gaps in your record**

## **Should Not:**

- **Challenge Supervisors or Chain of Command**
- **Be used to remove OPR**
- **Be whining, accusing or blaming**



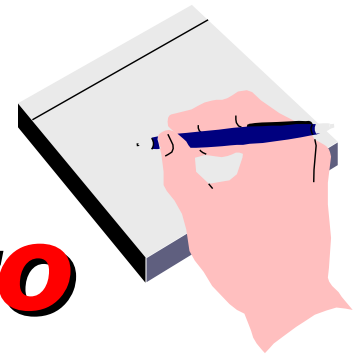
# ***Letter to the Board: What's Appropriate?***

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- Explain a “bad” year
- Community service representing the Air Force
- Relationship between military and civilian job
- Progress toward completion of appropriate development

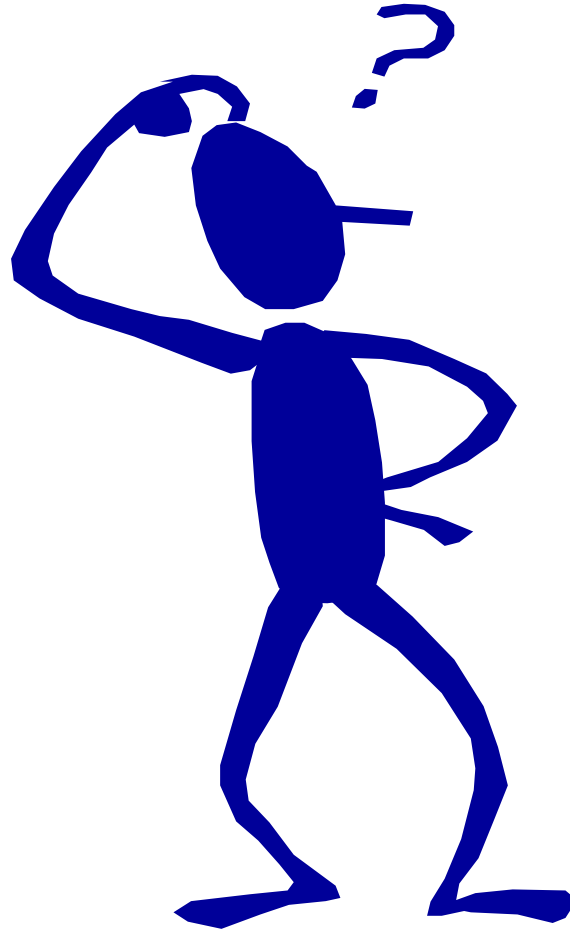
***Keep it brief and to the point!***





# *Questions?*

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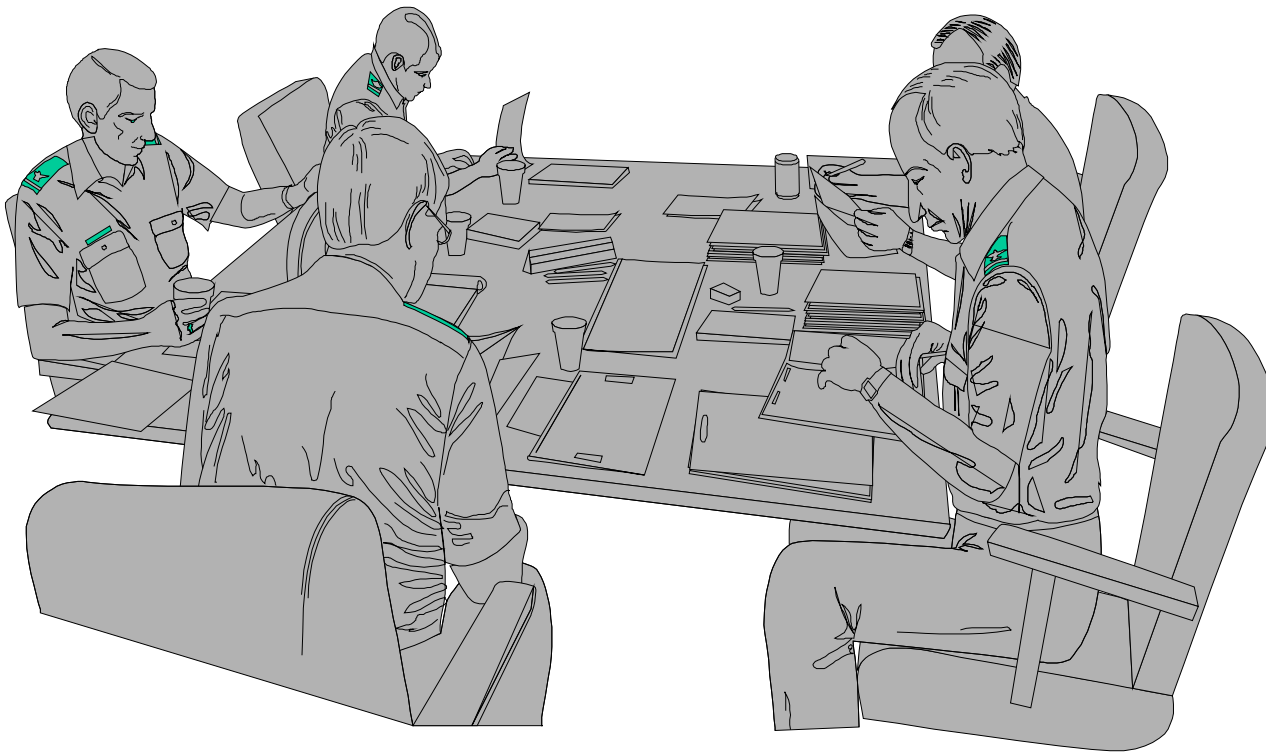
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# ***Promotion Board Process***

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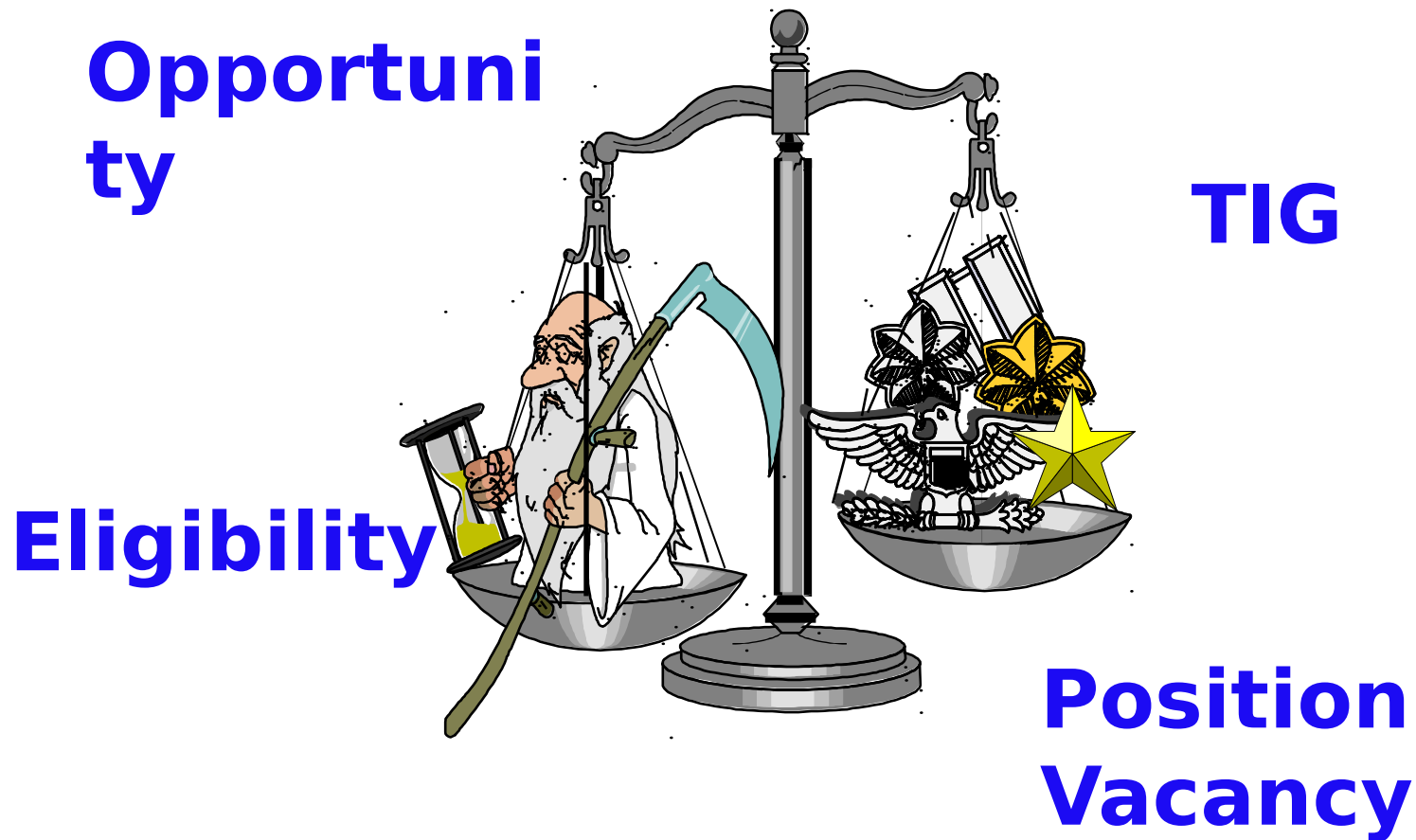
# ***Board Composition***

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| <b>Board</b>  | <b>President</b> | <b>Panel Chief</b> | <b>Panel Members</b> |
|---------------|------------------|--------------------|----------------------|
| <b>Maj</b>    | <b>Maj Gen</b>   | <b>Col</b>         | <b>Col</b>           |
| <b>Lt Col</b> | <b>Maj Gen</b>   | <b>Brig Gen</b>    | <b>Col</b>           |
| <b>Col</b>    | <b>Maj Gen</b>   | <b>Brig Gen</b>    | <b>Col</b>           |

**Five member panels (appropriate Regular/Reserve)**

# Promotion ROE



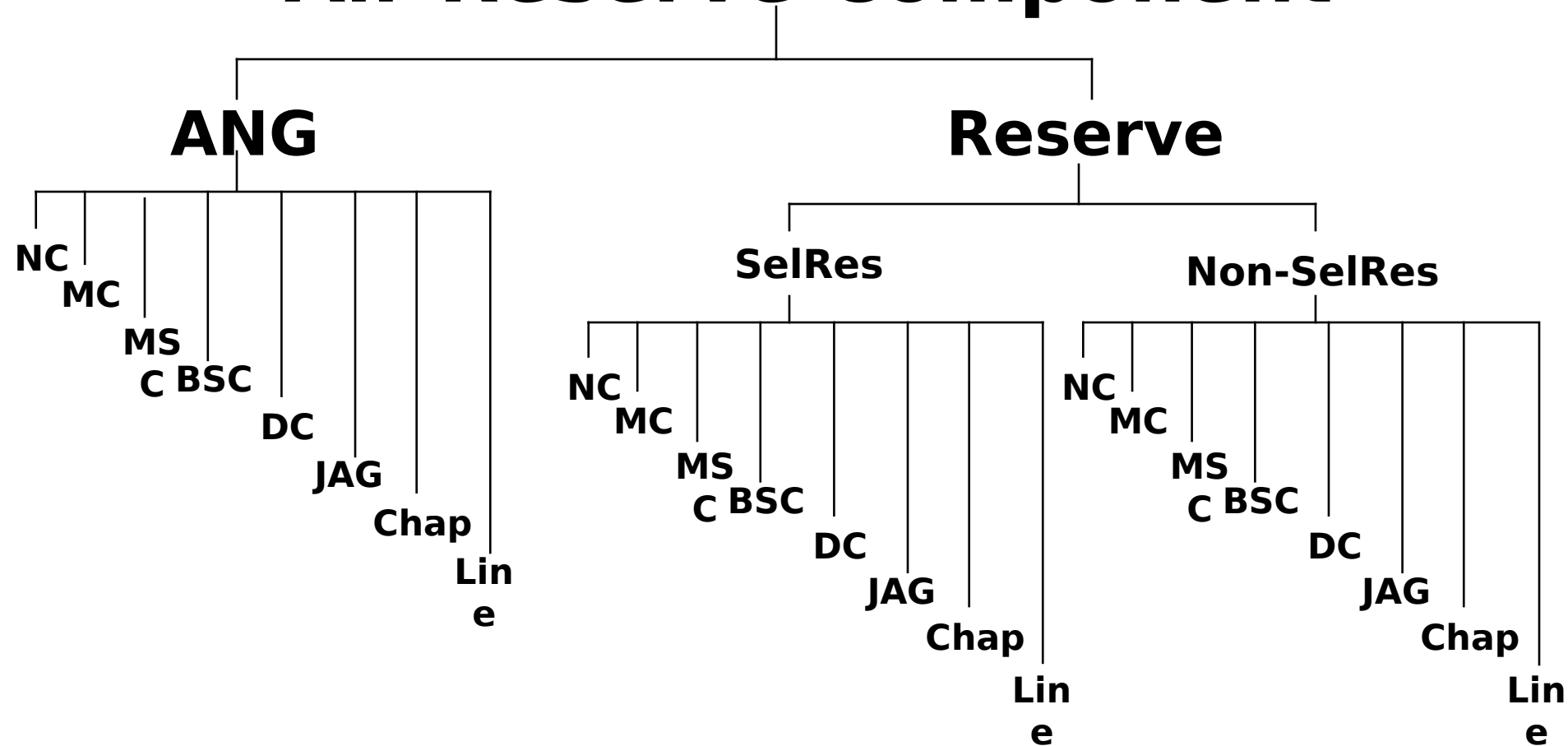
# ***Promotion Quota***

- 
- **Established on 5-year requirements forecast**
  - **Can = Up to 100% of the total eligible**
  - **Quotas established by competitive category**
  - **Set and approved by SAF prior to each board**

# Promotion Competitive Categories



## Air Reserve Component



# ***Eligibility Requirements (IPZ/APZ)***

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- **One year on Reserve Active Status List (RASL)**
  - **Active duty list counts towards year**
- **Remain on RASL until promotion effective date**
  - **Assignment to Inactive Status List Reserve Section or to Retired Reserve removes you from RASL**
- **Meet Time In Grade (TIG) requirements**

# ***Time in Grade***

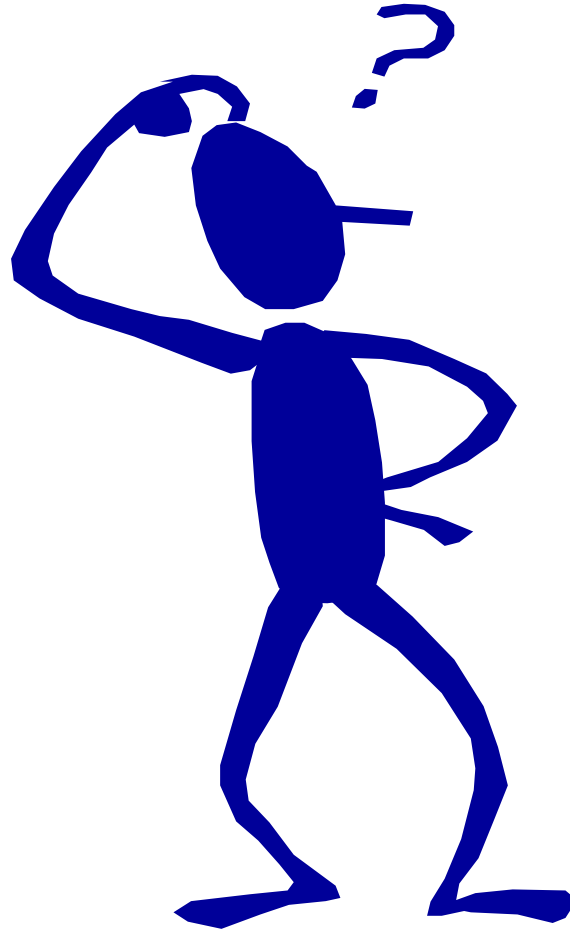
## ***Requirements for FY04***

| <b>Promotion to:</b> | <b>TIG</b> | <b>Position Vacancy TIG</b> |
|----------------------|------------|-----------------------------|
| <b>1st Lt</b>        | <b>2</b>   | <b>N/A</b>                  |
| <b>Capt</b>          | <b>2</b>   | <b>N/A</b>                  |
| <b>Maj</b>           | <b>7</b>   | <b>4</b>                    |
| <b>Lt Col</b>        | <b>7</b>   | <b>4</b>                    |
| <b>Col</b>           | <b>3</b>   | <b>N/A</b>                  |



# *Questions?*

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# ***Position Vacancy***

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## ***Eligibility Requirements***

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# ***Eligibility Requirements Position Vacancy***

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- **Assigned to a RASL position**
- **Not eligible for mandatory board**
- **Occupy authorized higher grade position when nominated**
  - **Not reassigned prior to:**
    - **Date of Completion of TIG or**
    - **Date President signs Select List or**
    - **Public Release, whichever is later**
- **Satisfactory year during last full R/R year**
- **Complete TIG by 30 September of board year**
- **Nominated by your senior rater on PRF**

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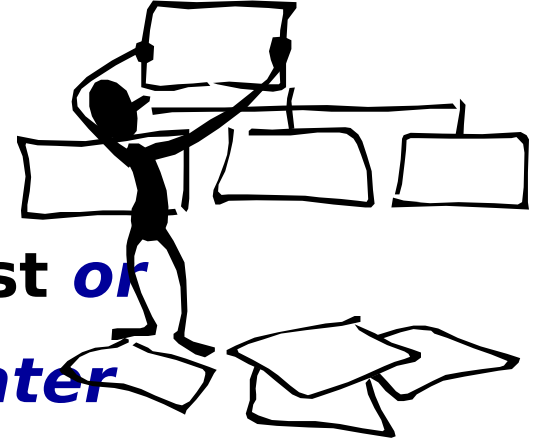
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# Position Vacancy Promotions

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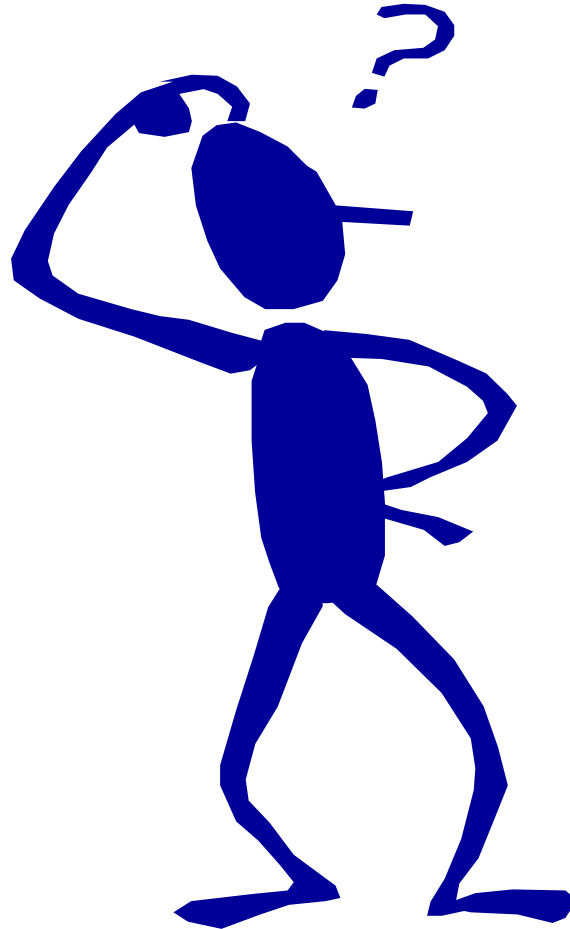


- **Nominee**
  - **Ensure Your records are up to date**
    - **Contact your MPF or HQ ARPC to get a copy of your Officer Preselection Brief**
- **You can write letter to board**
- **Promotion Effective Date**
  - **Date of Completion of TIG *or***
  - **Date President signs Select List *or***
  - **Public Release, *whichever is later***
- **No PV for Col**



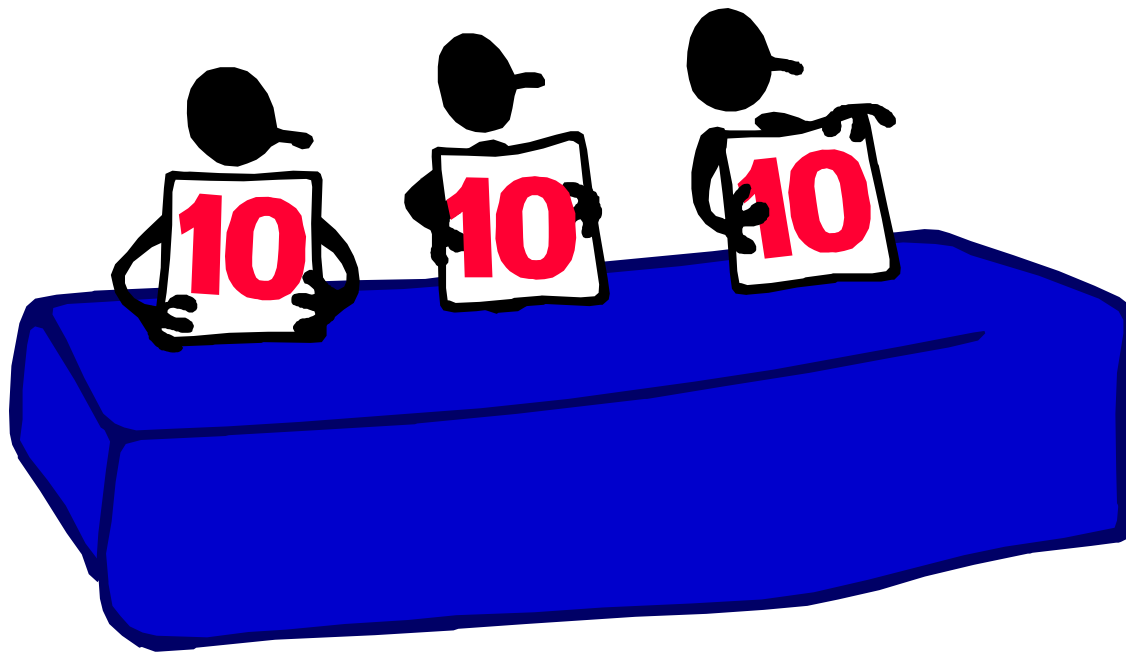
# ***Questions?***

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# ***Board Results***

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# ***New Policy for Promotion to Captain***

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- **No Board to Captain**
    - **Who's eligible**
      - **Selected Reserve: Unit, ART, AGR, IMA, & Selective Service**
      - **Non-Selected Reserve: Standby Reserve & IRR**
    - **How it works**
      - **Senior rater recommends officers as fully qualified **OR** not fully qualified**
    - **When promoted**
      - **Pin on two years time in grade**
- 

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# ***FY05 Line and Nonline Captain Promotion***

| <b>Eligibility<br/>Criteria</b>                              |                                 |
|--|---------------------------------|
| <b>Board Type</b>  | <b>Date of Rank (DOR)</b>       |
| <b>Air National Guard</b>                                    | <b>30 Sep 02 or<br/>earlier</b> |
| <b>Mandatory Selected Reserve<br/>(SelRes)</b>               | <b>30 Sep 03 or<br/>earlier</b> |
| <b>Mandatory Other than Selected<br/>Reserve (NonSelRes)</b> |                                 |

**New procedures began with FY04 promotion  
cycle**

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# Line Capt Selection Rates

## (%)



|                            |                   |      |      |      |      |     |
|----------------------------|-------------------|------|------|------|------|-----|
|                            | FY01              | FY02 | FY03 |      |      |     |
| ANG                        | 100%              | 92%  | 70%  |      |      |     |
| UNIT                       | 99%               | 96%  | 99%  |      |      |     |
| IMA                        | 99%               | 97%  | 97%  |      |      |     |
| AGR                        | (None - eligible) |      |      | 100% |      |     |
| Selected Reserve Total     |                   |      |      | 99%  | 95%  | 99% |
| Participating IRR (Cat E)  |                   |      |      |      | 100% | 88% |
| 100%                       |                   |      |      |      |      |     |
| Non-Participating (S7)     |                   |      |      | 86%  | 82%  | 78% |
| Non-Selected Reserve Total |                   |      |      | 86%  | 85%  | 78% |

03 Board: Separate Quotas for Selected Reserve and Non-Selected Res

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# Non-Line Captain Selection Rate (%)

|                      | <u>FY01</u> | <u>FY02</u> | <u>FY03</u> |      |      |  |
|----------------------|-------------|-------------|-------------|------|------|--|
| ■ Health Professions |             |             |             |      |      |  |
| NC                   | 96%         | 86%         | 96%         |      |      |  |
| MSC                  |             | 94%         | 95%         | 100% |      |  |
| BSC                  |             | 89%         | 82%         | 94%  |      |  |
| DC                   |             | 100%        | 71%         | 100% |      |  |
|                      | <u>FY01</u> | <u>FY02</u> | <u>FY03</u> |      |      |  |
| ■ JAG                |             | none        | none        | 100% |      |  |
| ■ Chaplain           |             | 94%         | 100%        |      | 100% |  |





# Line Major Selection Rates

## (%)



|                            |             |             |             |     |     |  |
|----------------------------|-------------|-------------|-------------|-----|-----|--|
| ANG                        | FY02<br>90% | FY03<br>90% | FY04<br>80% |     |     |  |
| UNIT                       | 76%         | 73%         | 55%         |     |     |  |
| IMA                        | 53%         | 57%         | 48%         |     |     |  |
| AGR                        | 0%          | 73%         | 100%        |     |     |  |
| LEAD                       | --          | --          | 100%        |     |     |  |
| Selected Reserve Total     |             |             | 68%         | 67% | 52% |  |
| Participating IRR (Cat E)  | 49%         | 29%         | 50%         |     |     |  |
| Non-Participating (S7)     | 20%         | 2%          | 7%          |     |     |  |
| Non-Selected Reserve Total |             |             | 12%         | 24% | 7%  |  |

FY 03 Board: Separate Quotas for Selected Reserve and Non-

Selected Reserve

*Integrity - Service - Excellence*



# Non-Line Major Selected Reserve Selection Rates



|                      | FY02 | FY03 | (%)<br>FY04 |
|----------------------|------|------|-------------|
| ■ Health Professions |      |      |             |
| NC                   | 48%  | 63%  | 56%         |
| MC                   | 39%  | 65%  | 76%         |
| MSC                  | 62%  | 49%  | 35%         |
| BSC                  |      | 24%  | 40%         |
| 38%                  |      |      |             |
| DC                   | 33%  | 64%  | 43%         |
| ■ JAG                | 69%  | 100% | 68%         |
| ■ Chaplain           | 45%  | 98%  | 80%         |

**FY 03 Board: Separate Quotas for Selected Reserve and Non-Selected Reserve**

**Selection Rates are Selected Reserve Only**

**Integrity • Service • Excellence**



# Line Lieutenant Colonel Selection Rates (%)



|                                   |                     |                     |                     |            |            |            |
|-----------------------------------|---------------------|---------------------|---------------------|------------|------------|------------|
| <b>ANG</b>                        | <b>FY02<br/>74%</b> | <b>FY03<br/>75%</b> | <b>FY04<br/>62%</b> |            |            |            |
| <b>UNIT</b>                       | <b>58%</b>          | <b>64%</b>          | <b>60%</b>          |            |            |            |
| <b>IMA</b>                        | <b>45%</b>          | <b>55%</b>          | <b>48%</b>          |            |            |            |
| <b>AGR</b>                        |                     | <b>100%</b>         | <b>89%</b>          |            | <b>88%</b> |            |
| <b>LEAD</b>                       | <b>75%</b>          |                     |                     |            |            |            |
| <b>Selected Reserve Total</b>     |                     |                     | <b>51%</b>          | <b>60%</b> | <b>55%</b> |            |
| <b>Participating IRR (Cat E)</b>  |                     |                     |                     | <b>40%</b> | <b>31%</b> | <b>29%</b> |
| <b>Non-Participating (S7)</b>     |                     |                     |                     | <b>15%</b> | <b>12%</b> | <b>0%</b>  |
| <b>Non-Selected Reserve Total</b> |                     |                     |                     | <b>35%</b> | <b>27%</b> | <b>22%</b> |

**FY 03 Board: Separate Quotas for Selected Reserve and Non-**

**Selected Reserve**

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# Non-Line Lieutenant Colonel Selection Rates

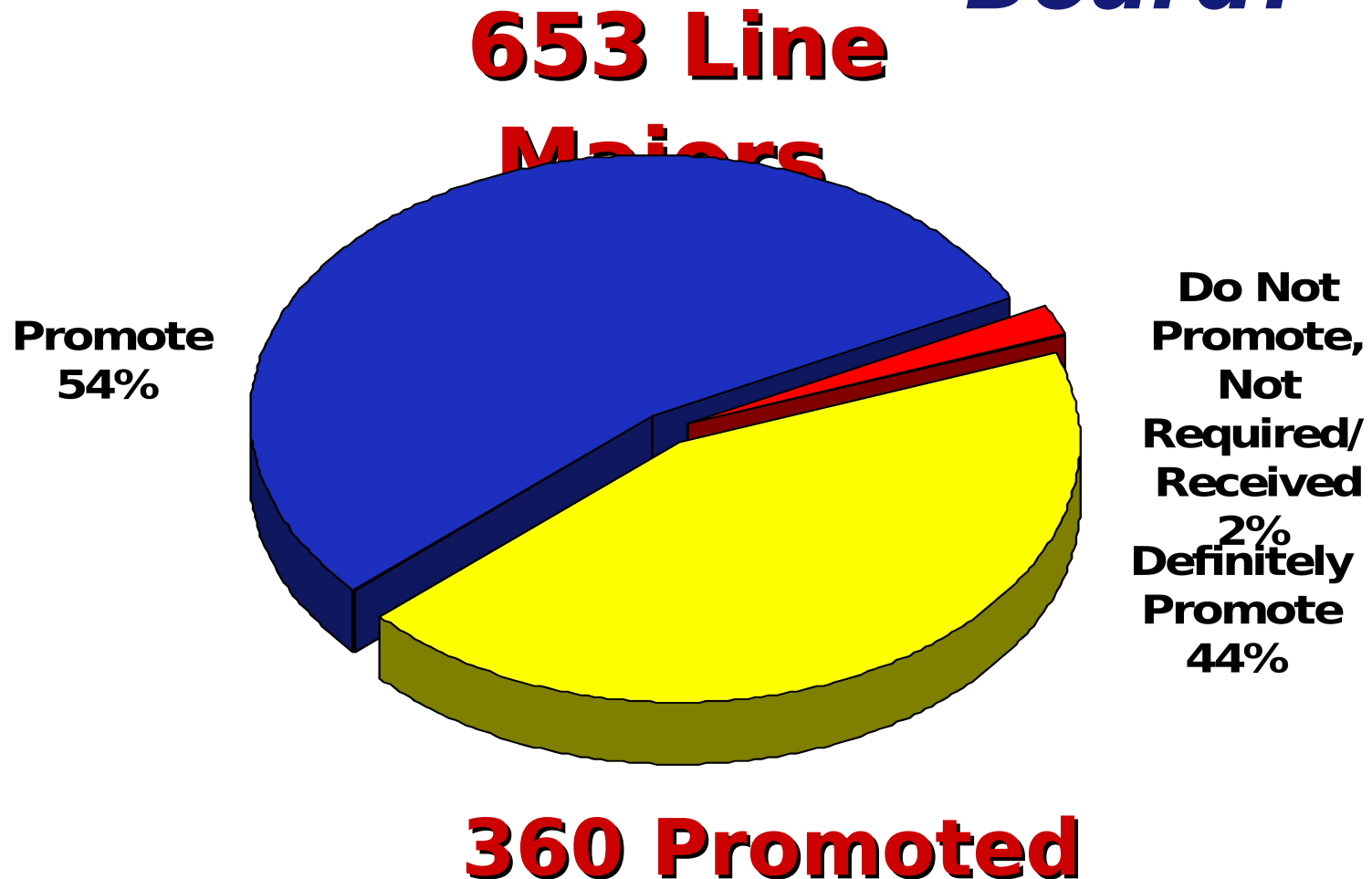


|                             |            |            |            | ( <b>%</b> ) |  |
|-----------------------------|------------|------------|------------|--------------|--|
| <b>FY02FY03 FY04</b>        |            |            |            |              |  |
| ■ <b>Health Professions</b> |            |            |            |              |  |
| <b>NC</b>                   | <b>54%</b> | <b>57%</b> | <b>54%</b> |              |  |
| <b>MC</b>                   | <b>53%</b> | <b>70%</b> | <b>62%</b> |              |  |
| <b>MSC</b>                  | <b>54%</b> | <b>68%</b> | <b>58%</b> |              |  |
| <b>BSC</b>                  | <b>50%</b> | <b>69%</b> | <b>50%</b> |              |  |
| <b>DC</b>                   | <b>78%</b> | <b>71%</b> | <b>67%</b> |              |  |
| ■ <b>JAG</b>                |            |            |            |              |  |
|                             |            | <b>69%</b> | <b>64%</b> | <b>52%</b>   |  |
| ■ <b>Chaplain</b>           |            |            |            |              |  |
|                             |            | <b>45%</b> | <b>44%</b> | <b>50%</b>   |  |

**Selection Rates are Selected Reserve Only**

***Integrity - Service - Excellence***

# ***FY04 Lieutenant Colonel Board; Who Met the Board?***



# ***FY04 Lieutenant Colonel Board***

## ***Line - Who Got Promoted?***

**289 "DPs"**





# ***FY04 Lieutenant Colonel Board***



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## ***Line - Who Got Promoted?***

**289 "DPs"**  
**283 Select**

**24 1/2 out of**

---

***Integrity - Service - Excellence***

**25**

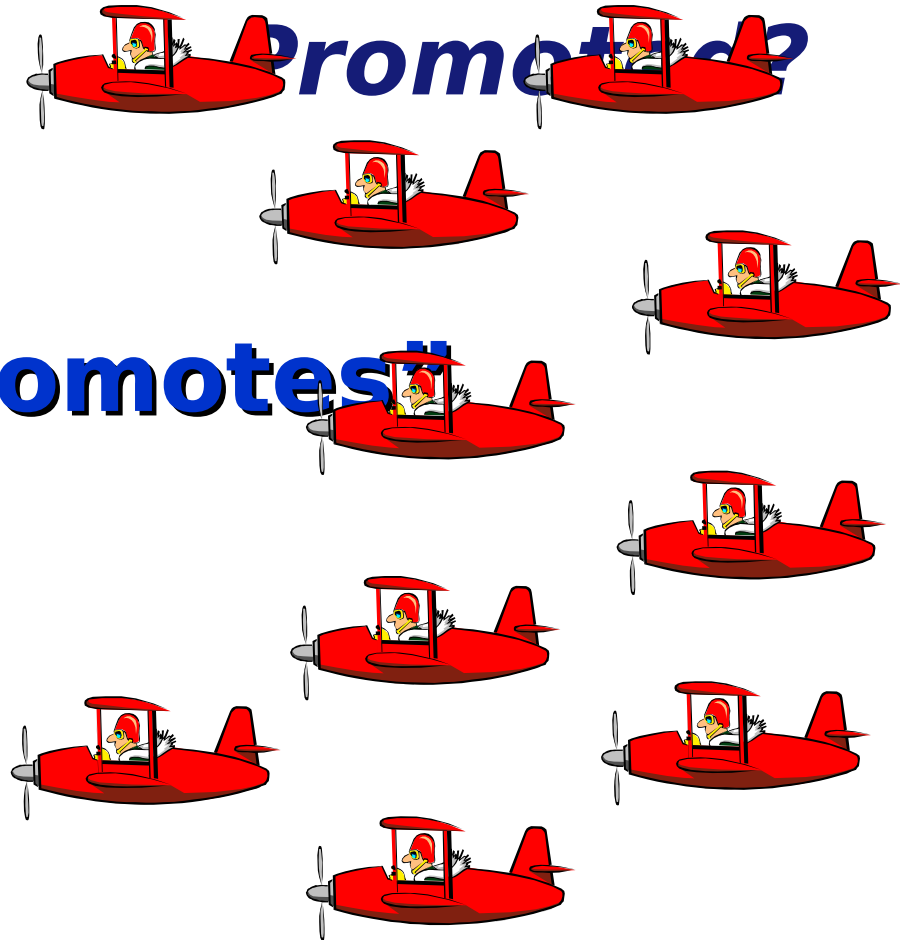
# ***FY04 Lieutenant Colonel Board***

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## ***Line - Who Got Promoted?***



**353 "Promotes!"**





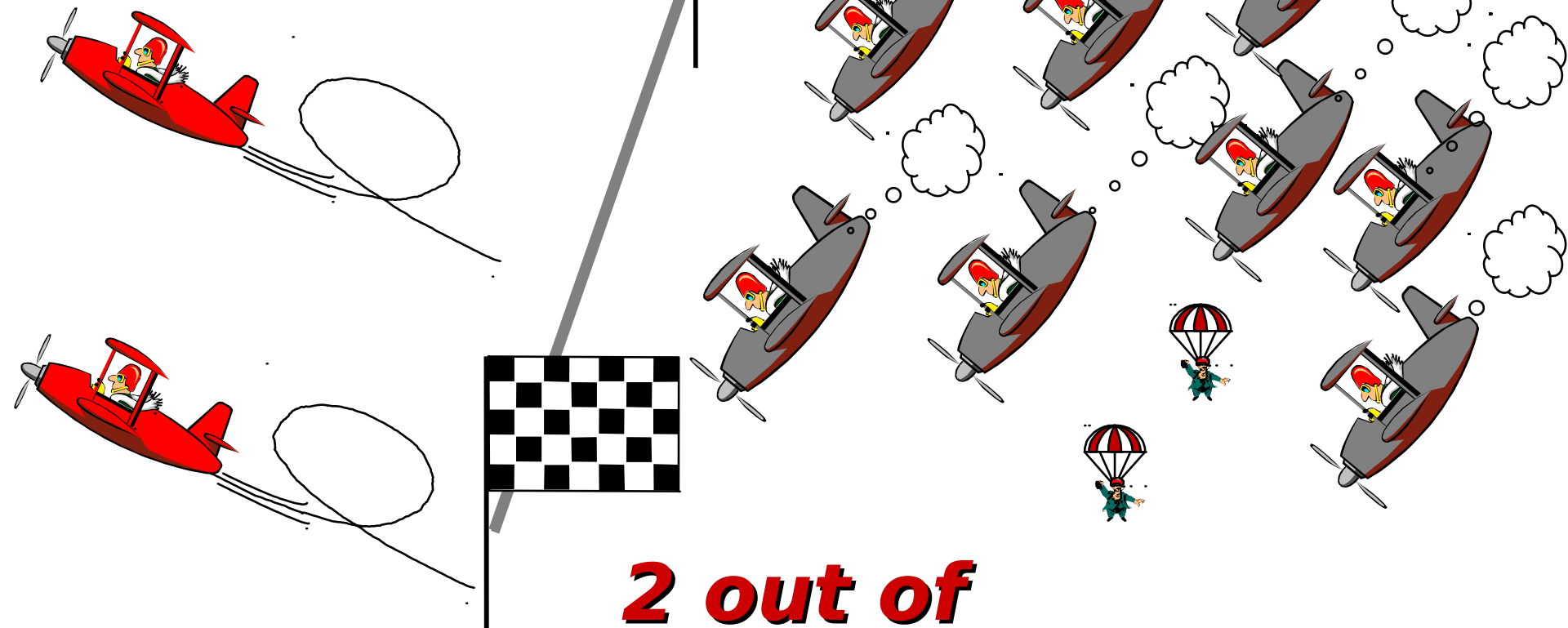
# FY04 Lieutenant Colonel Board



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**353 "Promote  
77 Selects**

**Line - Who Got Promoted?**



**2 out of**

---

**Integrity - ~~Service~~ - Excellence**



# Line Colonel Selection Rates



(%)

|                                   | FY02       | FY03       | FY04       |           |           |           |
|-----------------------------------|------------|------------|------------|-----------|-----------|-----------|
| UNIT                              | 14%        | 14%        | 19%        |           |           |           |
| IMA                               | 14%        | 17%        | 18%        |           |           |           |
| AGR                               | 33%        | 32%        | 50%        |           |           |           |
| LEAD                              | 12%        | 12%        | 23%        |           |           |           |
| <b>Selected Reserve Total</b>     | <b>15%</b> | <b>16%</b> | <b>20%</b> |           |           |           |
| Participating IRR (Cat E)         |            | 2%         | 2%         | 2%        | 2%        | 7%        |
| Non-Participating (S7)            |            | 0%         | 0%         | 0%        | 0%        | 0%        |
| <b>Non-Selected Reserve Total</b> |            | <b>2%</b>  | <b>2%</b>  | <b>2%</b> | <b>2%</b> | <b>6%</b> |

FY 03 Board: Separate Quotas for Selected Reserve and Non-

Selected Reserve

*Integrity - Service - Excellence*



# Non-Line Colonel Selection Rates (%)



| FY02                 |     | FY03 |     | FY04 |  |  |  |
|----------------------|-----|------|-----|------|--|--|--|
| ■ Health Professions |     |      |     |      |  |  |  |
| NC                   | 10% | 15%  | 19% |      |  |  |  |
| MC                   | 8%  | 9%   | 15% |      |  |  |  |
| MSC                  |     | 11%  | 25% | 25%  |  |  |  |
| BSC                  | 4%  | 12%  | 22% |      |  |  |  |
| DC                   | 9%  | 9%   | 18% |      |  |  |  |
| ■ JAG                |     | 11%  | 23% |      |  |  |  |
| ■ Chaplain           |     | 13%  | 17% | 23%  |  |  |  |

Selection Rates are Selected Reserve and Non-Selected Reserve

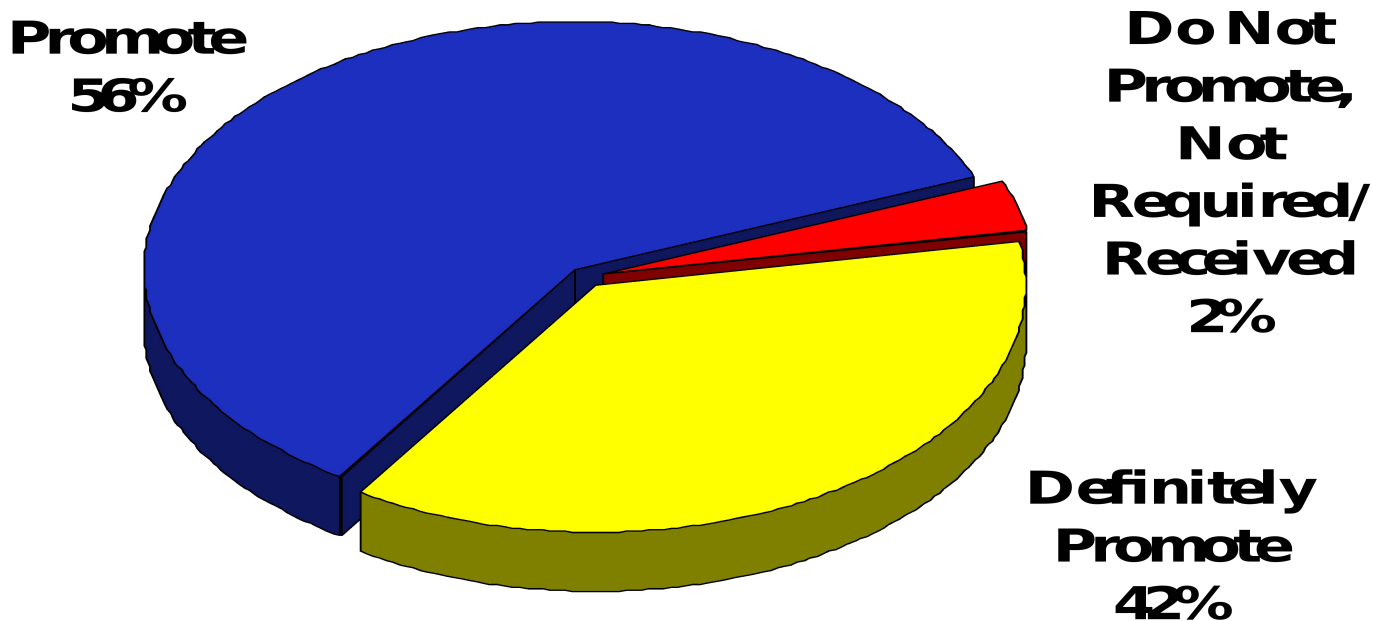
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# ***FY04 Sel Res Colonels Board***



## ***Who Met the Board?*** **1008 Line Lt Cols**



**203 Promoted**



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# ***FY04 Sel Res Line Colonels Board***



## ***Who Got Promoted?***

**423 "DPs"**



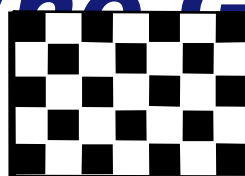
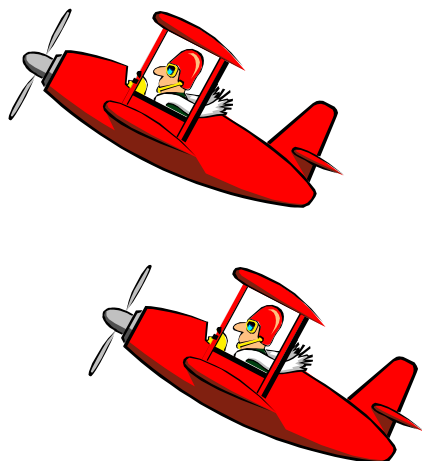
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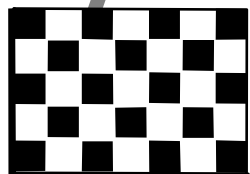
# ***FY04 Sel Res Line Colonels Board***



## ***Who Got Promoted?***



**423 "DPs"  
202 Selects**



**12 out of  
25**

***Integrity - Service - Excellence***



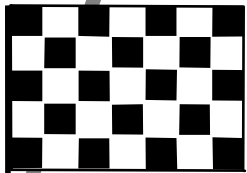
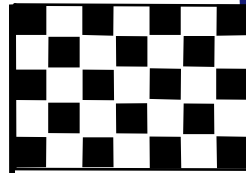
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# ***FY04 Sel Res Line Colonels Board***

## ***Who Got Promoted?***

**563 “Promotes”**



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# ***FY04 Sel Res Line Colonels Board***



***Who Got Promoted?  
563 "Promotes"  
1 Selects***



***1 out of  
563***

***Integrity - Service - Excellence***





# ***FY04 Colonels Board Sel Res Line - Selection Factors***



| <b><u>Selects</u></b> | <b><u>Eligible</u></b> |            |
|-----------------------|------------------------|------------|
| <b><u>%</u></b>       |                        |            |
| <b>DPs</b>            | <b>423</b>             | <b>202</b> |
| <b>48%</b>            |                        |            |

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# ***FY04 Colonels Board Sel Res Line - Selection Factors***



| <b><u>Selects</u></b> | <b><u>Eligible</u></b> |            |
|-----------------------|------------------------|------------|
| <b><u>%</u></b>       |                        |            |
| <b>DPs</b>            | <b>423</b>             | <b>202</b> |
| <b>48%</b>            |                        |            |
| <b>DP+SSS</b>         | <b>389</b>             | <b>202</b> |
| <b>52%</b>            |                        |            |

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# ***FY04 Colonels Board Sel Res Line - Selection Factors***



| <b><u>Selects</u></b>  | <b><u>Eligible</u></b> |            |
|------------------------|------------------------|------------|
|                        | <b><u>%</u></b>        |            |
| <b>DPs</b>             | <b>423</b>             | <b>202</b> |
| <b>48%</b>             |                        |            |
| <b>DP+SSS</b>          | <b>389</b>             | <b>202</b> |
| <b>52%</b>             |                        |            |
| <b>DP+SSS+Mast&gt;</b> | <b>261</b>             | <b>137</b> |
| <b>52%</b>             |                        |            |

***Integrity - Service - Excellence***



# ***FY04 Colonels Board Sel Res Line - Selection Factors***



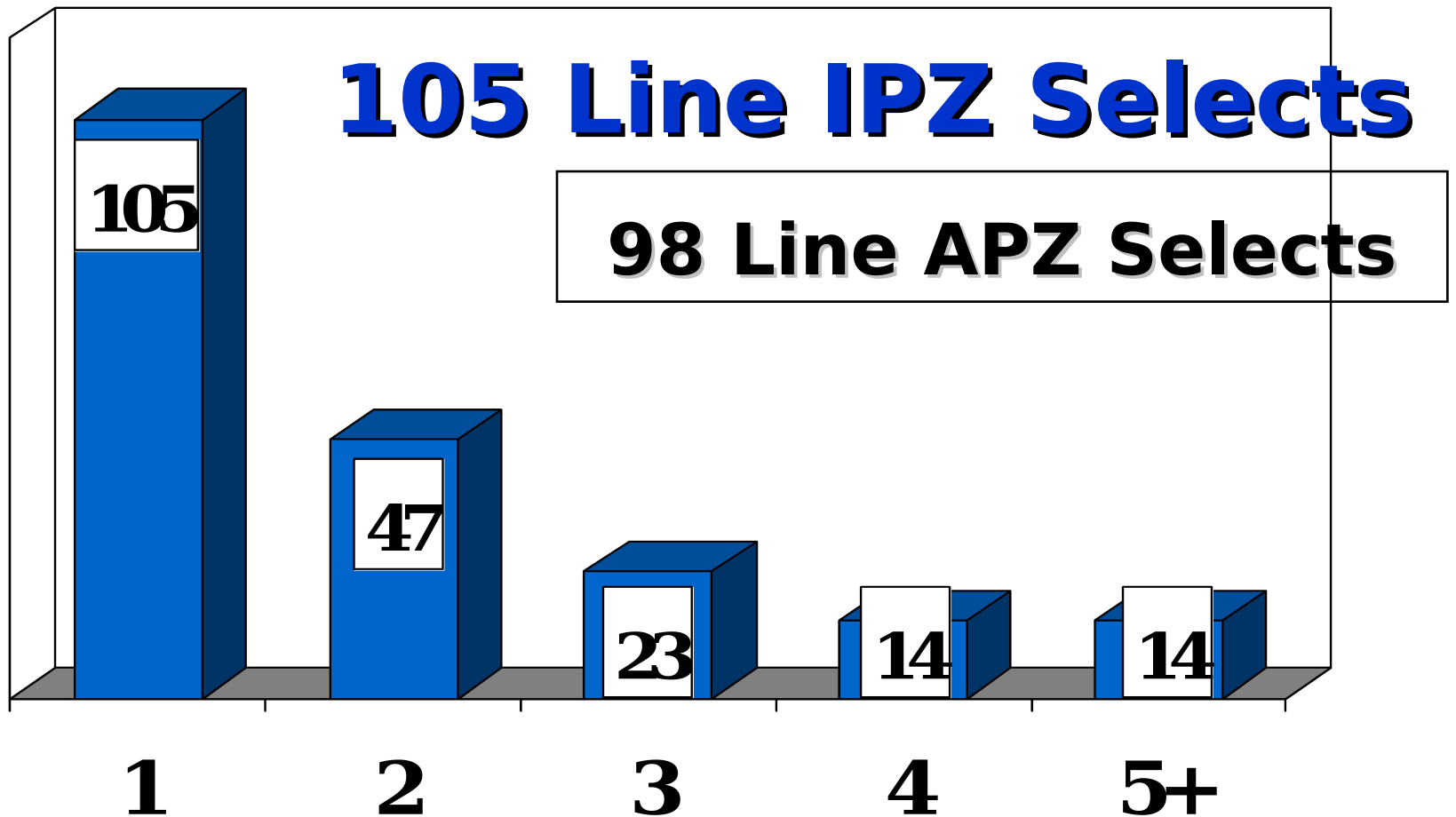
| <b><u>Selects</u></b>  | <b><u>Eligible</u></b> |            |
|------------------------|------------------------|------------|
|                        | <b><u>%</u></b>        |            |
| <b>DPs</b>             | <b>423</b>             | <b>202</b> |
| <b>48%</b>             |                        |            |
| <b>DP+SSS</b>          | <b>389</b>             | <b>202</b> |
| <b>52%</b>             |                        |            |
| <b>DP+SSS+Mast&gt;</b> | <b>261</b>             | <b>137</b> |

**52%** *Integrity - Service - Excellence*

# ***FY04 Sel Res Colonels Board***



## ***Number of Tries to Colonel***



# ***Board Members: What's Important?***

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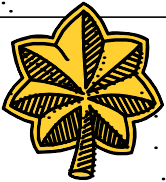

- **Potential (PRFs when applicable)**
- **Performance (OERs/OPRs)**
- **Participation (Point Summary)**
- **PME**
- **Level of responsibility**
- **Academic Education**
- **Letters to the board (when needed)**

# ***Fact Sheets on Web***

- 
- **On <http://arpc.afrc.af.mil/promo> upon board release**
  - **Broken out by Competitive Category**
  - **Shows what board members look for**
  - **All eligible officers vs selected officers**
    - **Broken out by “whole-person” factors**
      - **PRF rating (if applicable)**
      - **Current OPR**
      - **Satisfactory participation**
      - **PME**
    - **Awards**
-

# Promotion Board Schedule



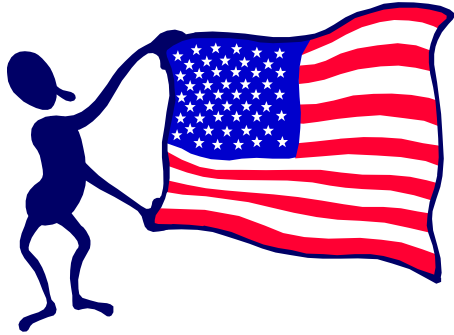
| Promotion Board  | Air Force Reserve  | Air National Guard  |
|--|--------------------|---------------------|
|   | 18 Oct 04<br>FY05  | Not Held<br>At ARPC |
|   | 9 Feb 04<br>FY05   | 19 Apr 04<br>FY05   |
|  | 14 Jun 04*<br>FY05 | 19 Apr 04<br>FY05   |

\*Includes Air Force Reserve Legal & Chaplain Major promotions



# *To Volunteer*

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## *To Be a Board Member (Colonels Only)*

**IMA/AGR - HQ USAF/REPS  
DSN: 425-6035**

**Unit/ART - HQ AFRC/DPMO  
DSN: 497-1219**

**ANG - HQ ARPC/CCG  
DSN: 926-6303**

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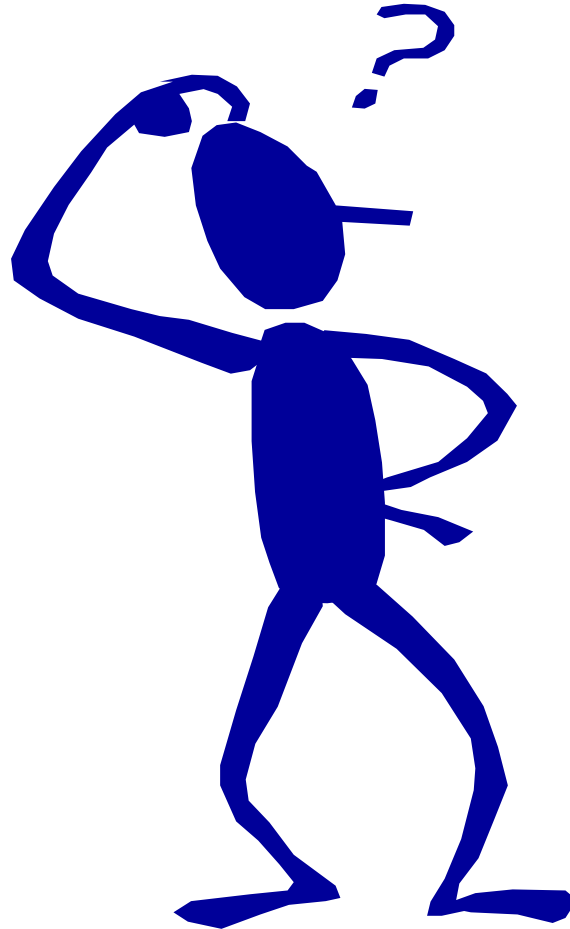
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# *Questions?*

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# ***Selective Continuation Board***

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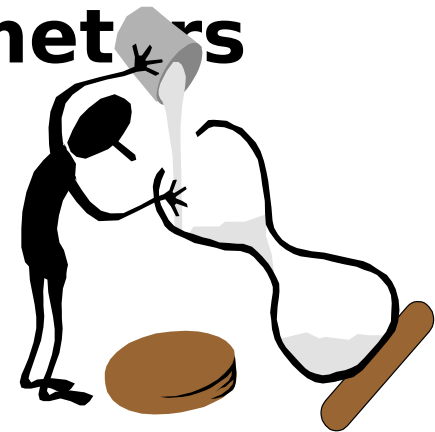


- **Purpose**

- **To continue officers in selected career fields to meet the needs of the Air Reserve**

- **Each Board is different**

- **SAF determines the parameters prior to each board**





# ***Selective Continuation Board***



- 
- **Eligibles and Length of Continuation determined by SAF for each board**
  - **Past Board**
    - **Eligible**
      - ***Selected Reserve* Officer**
      - **Specified AFSCs**
      - **2X deferred for promotion Maj and Lt Col**
      - **Lt Col at MSD of 28 years**
    - **Maximum Length of Continuation**
      - **Capt - 20 years TFCS**
      - **Maj - 24 years TFCS**
      - **Lt Col - 30 years TFCS**
- 

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# ***Selective Continuation Board***



- 
- **Meet eligibility requirements = Meet Board**
  - **No quota - 100% opportunity**
    - **Yes/No vote**
  - **Application for continuation is no longer required**
  - **Continued officers will meet future promotion boards**
  - **Officers declining continuation status will be separated or retire**
  - **Continuation board results have been at or close to 100%**

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# **Mandatory Separation Date (MSD)**



# ***Mandatory Separation Date***

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- **Maximum allowable years on Reserve Active Status List (RASL) varies by grade, age, and years of service**
- **Establishment of MSD is based on commissioned service, not satisfactory service used for retirement**



# ***Separation for Length of Service or Age***

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| <b>Grade</b>      | <b>Commissioned Service</b> | <b>Max Age**</b> |
|-------------------|-----------------------------|------------------|
| <b>Colonel</b>    | <b>30 years</b>             | <b>60</b>        |
| <b>Lt Colonel</b> | <b>28 years</b>             | <b>60</b>        |

***\*\*the earlier of the computations - age 60 takes precedence***

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# ***Failure of Selection for Promotion (Passed Over Twice)***

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# Failure of Selection for Promotion



## Passed Over Twice: Date of Separation:

**Captain**



- 7th mo. after promotion board approval

**Major**



- First day of the month after the month when the officer completes 20 years of commissioned service or the 7th mo. after promotion board approval whichever is later

**Lt Colonel**



- First day of the month after the month when the officer completes 28 years of



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# ***MSD Waivers***

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# ***Non-Line Officers***



- 
- **Medical:** Can request an age waiver and be retained until age 67
  
  - **Chaplain:** Can request an age waiver and be retained until age 67
  
  - **Legal:** May be retained with SAF approval for up to 3 years beyond their MSD or up to age 60 which ever is first
    - Applies only to educational delay



# ***MSD Waiver Process Non-Line Officers***

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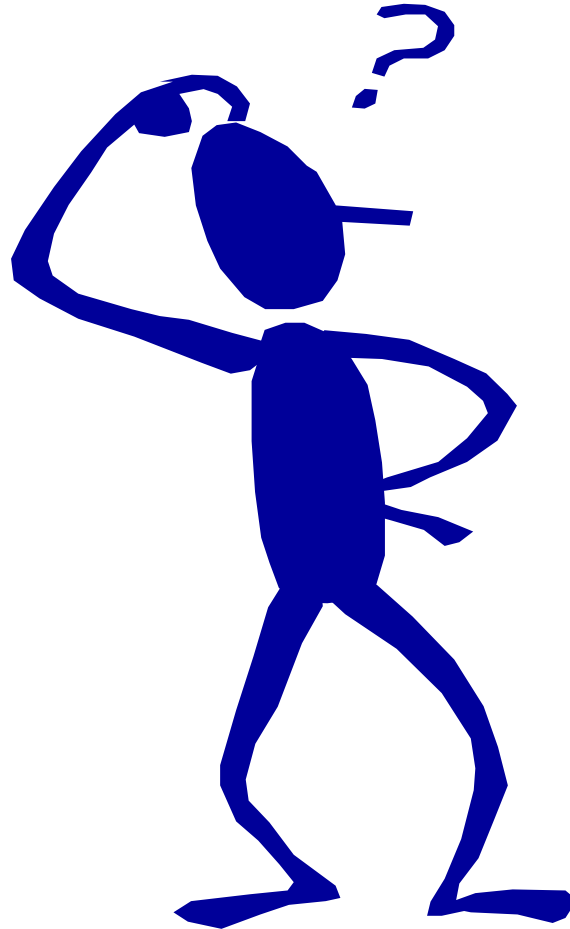
- **Officer initiates request for retention through their command channels to HQ ARPC/DPP**
- **Submit 6 months before established MSD**
- **Full justification by officer's commander must accompany and clearly support the request**
- **Secretarial approval required for retention beyond MSD**



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# *Questions?*

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# AIR FORCE RESERVE

*ABOVE & BEYOND*

*Integrity - Service - Excellence*